



**Your ONA RN Bargaining Team has reached a tentative agreement (TA) and is recommending a YES Vote!**

The tentative agreement contains the following gains:

- System leading base wages that start above OHSU (55.67 Resident @ PPMC vs 54.59 BSN Rate) upon ratification and top out at nearly \$88/hr by the end of the contract.
  - **Wage increases between 30-42% in the last 19 months (from July 2023) for every worker covered by this contract (\$15.70 - \$19.43/hr increases).** This is without factoring in step increases or differentials.
- Increases in key differentials
  - NOC Shift - \$10.00/hr
  - Per Diem - \$5.00/hr
  - Float Pool - \$3.00/hr
  - Preceptor - \$3.25/hr
  - Evening Shift - \$3.00/hr
  - Low Census Standby - \$8.00/hr
- Improvements to transparency, job posting, and pattern posting language
  - All vacancies and patterns must be posted via email and will continue to be filled by seniority in areas of experience and qualifications
- Improved Workplace Safety Language
  - Voluntary PMAB classes 6 times/year
  - Personal Safety Language, 24/7 security presence, and lockdown protocols
- “Grieve to Organize” contract language regarding PTO Slot availability
- 1 hour of base pay for each Missed Break and Missed Meal Period on the next paycheck through end of shift attestation procedure

**How about after the strike?**

- Filled in “Ghost Steps” and established a true 30 step wage scale
- Health Insurance Task Force and Benefit Navigator
- Staffing Side Letter outlining possible paths forward for staffing plans, universal acuity tools, staffing problem solving, and staffing concern reviews.

**And after the NO vote?**



- Region leading staffing contract language that requires the establishment of minimum staffing levels based on census and acuity.
- Short Notice Standby Differential of \$15/hr for mandatory standby shifts that open AFTER the schedule has been posted.
- \$2500 ratification bonus, paid \$1750 following ratification and \$750 six months later.
- Improved application of the extra shift differential to apply weekly for regular staff, allow make up shifts, and apply at .75 FTE across the pay period for Per Diems
- Included work rule excluding communicable diseases from counting as an attendance occurrence (with independent verification)

**The tentative agreement contains the following compromises:**

- There's no sugar coating what a setback we've experienced on healthcare. This must/will remain a top priority moving forward.
- PTO remains between 24-40 hours behind other hospitals with a comparable PTO structure (including short term disability in most cases).
- While improved, the alignment of our contract expirations remains a challenge. PPMC is no closer to PSVMC.
- The fight for strong and enforceable staffing plans is not over and will continue at the House wide Nurse Staffing Committee (HNSC).

**Why is this a good contract?**

- In several areas, this is the BEST contract in the Providence Oregon system
  - Wages
  - Staffing
  - Job Posting & Seniority
  - Floating
  - Workplace Safety
- Outside of OHSU, PPMC wages now lead the Portland Metro area.
- We have much work left to do, but PPMC RNs have an opportunity to establish enforceable & community leading staffing standards.

### Why should I vote yes?

- You should vote yes to end the strike and allow us to consolidate our gains including 11% pay increases on ratification and substantial increases to key differentials
- Because the risk/reward equation on continuing to strike is not improving
- To allow us to turn our attention to adopting strong and enforceable staffing plans
- Because, after 44 days, every additional day we strike our union becomes more divided between people who can maintain the picket line and people no longer can. Every nurse should be proud of their contribution to our future as healthcare workers, and we can hold our heads high knowing that our sacrifices & contributions to this movement will be lasting.

### Wages

	Current	2025	2026	2027
Resident	\$49.77	\$55.67	\$57.90	\$60.21
1	\$51.95	\$58.07	\$60.39	\$62.81
2	\$54.00	\$60.22	\$62.63	\$65.13
3	\$55.86	\$62.17	\$64.66	\$67.24
4	\$56.44	\$62.88	\$65.40	\$68.01
5	\$58.56	\$65.32	\$67.93	\$70.65
6	\$59.62	\$66.43	\$69.09	\$71.85
7	\$60.18	\$67.02	\$69.70	\$72.49
8	\$60.72	\$67.69	\$70.40	\$73.21
9	\$61.24	\$68.24	\$70.97	\$73.81
10	\$61.79	\$68.82	\$71.57	\$74.44
11	\$62.37	\$69.43	\$72.21	\$75.10
12	\$62.90	\$70.14	\$72.95	\$75.86
13	\$63.42	\$70.69	\$73.52	\$76.46
14	\$63.97	\$71.37	\$74.22	\$77.19
15	\$64.53	\$71.96	\$74.84	\$77.83
16	\$65.16	\$72.62	\$75.52	\$78.55

17	\$65.70	\$73.19	\$76.12	\$79.16
18	\$66.30	\$73.92	\$76.88	\$79.95
19	\$66.95	\$74.60	\$77.58	\$80.69
20	\$67.90	\$75.60	\$78.62	\$81.77
21	\$68.88	\$76.63	\$79.70	\$82.88
22	\$69.57	\$77.35	\$80.44	\$83.66
23			\$81.12	\$84.37
24			\$81.81	\$85.08
25	\$71.30	\$79.33	\$82.50	\$85.80
26			\$82.90	\$86.21
27			\$83.30	\$86.63
28			\$83.70	\$87.04
29			\$84.10	\$87.46
30	\$73.13	\$81.25	\$84.50	\$87.88

## Expirations

<b>Alignment Final</b>	
PWC RNs	12/31/2026
PWC Providers	12/31/2026
PSV Hospitalists	2/8/2027
PSV RNs	12/31/2026
PWF RNs	12/31/2026
PMH RNs	12/31/2026
PNMC RNs	12/31/2026
PMMC RNs	3/31/2027
PHRMC RNs	3/31/2027
<b>PPMC RNs</b>	<b>12/31/2027</b>
PSH RNs	12/31/2027
Heart Vascular Institute APPs	??
Immediate Care Clinic	??